

3 FAH-2 H-200 Appendix H

Local Compensation Plan

**State, USAID, USIS, USDOC, USDA,
DOD**

(Sample)

Post _____

Rates Stated in Local

Currency Units of _____

Basic Salary Rates (BR)
40-Hour Basic Workweek

STEP RATES												
1	2	3	4	5	6	7	8	9	10	11	12	WGI
FSN-9												
81272	84523	87774	91025	94276	97527	100778	104029	107280	110531	113782	117033	3251
FSN-8												
73884	76839	79794	82749	85704	88659	91614	94569	97524	100479	103434	106389	2955
FSN-7												
67167	69854	72541	75228	77915	80602	83289	85976	88663	91350	94037	96724	2687
FSN-6												
58527	60868	63209	65550	67891	70232	72573	74914	77255	79596	81937	84278	2341
FSN-5												
53176	55303	57430	59557	61684	63811	65938	68065	70192	72319	74446	76573	2127
FSN-4												
48342	50276	52210	54144	56078	58012	59946	61880	63814	65748	67682	69616	1934
FSN-3												
39304	40876	42448	44020	45592	47164	48736	50308	51880	53452	55024	56596	1572

REMARKS:

1. Premium pay, CSR deductions and contributions to host government social insurance system are computed on basic salary rates shown above.
2. The waiting period for all periodic step increases is 52 consecutive weeks.
3. Saved rate cases -- FSN-8 Eric Carroll, 108516, FSN-5 Shelly Kornegay, 89564.
4. Bonus payments and severance payments are paid in accordance with rules attached.
5. Authority to grant additional CSR appointments withdrawn by Washington 12/7/77.

ATTACHMENTS: 1. List of Authorized Holidays

2. Vacation Bonus Payment Plan
3. Severance Pay Plan
4. Separation Notice Plan
5. Premium Pay Plan
6. Exception Rates

Participating Agencies Signatures:

Admin Officer
State

Executive Officer
AID

Public Affairs Officer
USIS

Defense Attache
DOD

Agriculture Attache
USDA/FAS

Approved by American Embassy, _____ (post) on _____ (date)
Effective Date: August 11, 1991

Premium Pay For Fsn Employees

(SAMPLE)

POST: _____ EFFECTIVE DATE: August 11, 199

I. DEFINITIONS AND RULES

1. BASIC WORKWEEK is the defined days of the week in which a full time employee is scheduled to work.

2. REST DAYS are the defined one or two days per week in which a full time employee is not scheduled to work.

3. BASIC WORKWEEKS AT POST DAYS CONSIDERED TO BE

	REST DAY A	REST DAY B
A. Monday - Friday	Saturday	Sunday
B. Monday - Saturday	none	Sunday

4. TOURS OF DUTY are the defined hours for work within an employee's basic workweek.

5. HOURLY SALARY is annual salary divided by 2080, divided by the workweek factor.

6. WORKWEEK FACTOR is the number of total hours in an employee's basic workweek, divided by 40.

Workweek factors for (post) are:

40 hour schedule	1.000
44 hour schedule	1.100
48 hour schedule	1.200

7. SALARY for purposes of premium pay calculations is defined as:
Basic Rate

8. REGULAR PAY is total pay (BR plus allowances, if any) for work during an employee's basic workweek, exclusive of overtime pay, holiday pay, or differential. Regular pay is also provided for a paid holiday or observed holiday that occurs during an employee's basic workweek whether or not the employee is required to work.

9. OVERTIME PAY is compensation for work performed outside the total hours in an employee's basic workweek hours.

10. If an American holiday falls outside of the employee's basic workweek, an alternate day within the employee's basic workweek will be designated as the employee's OBSERVED HOLIDAY. Work during the basic workweek on an Observed Holiday entitles the employee to Holiday Pay.

11. HOLIDAY PAY is a premium paid for work performed on a holiday observed during the employee's basic workweek hours. Holiday pay is paid in addition to regular pay. (Work performed on a holiday outside the employee's basic workweek hours is compensated with overtime pay.) The local holiday pay rate applies to work on a local holiday. The American Holiday pay rate applies to work on an American holiday that is not also a local holiday.

12. NIGHT DIFFERENTIAL is a premium paid for work during basic workweek hours between ____ p.m. and ____ a.m. and is paid in addition to regular pay. Work at night outside of the employee's basic workweek hours is compensated with overtime pay.

13. SPECIFIC DAY DIFFERENTIAL is a premium paid for work during basic workweek hours on the specified day which at (post) is defined as _____ and is paid in addition to regular pay. Work on the specified day outside the employee's basic workweek hours is compensated with overtime pay.

14. COMPENSATORY PAY may be granted in lieu of overtime pay, at the rate of one hour of compensatory time for each hour of overtime worked. Compensatory time must be used within -- pay periods after the end of the pay period in which it is accrued. Compensatory time not used within this time period is forfeited.

II. CODES

	WORKWEEK	REST DAY A	REST DAY B
OVERTIME	OT1 OT2	OT1 OT2	OT3
LOCAL HOLIDAY	LH1	N/A	N/A
AMERICAN HOLIDAY	AH1	N/A	N/A
NIGHT DIFFERENTIAL	ND1	N/A	N/A
SPECIFIC DAY DIFFERENTIAL	SD1	N/A	N/A

III. AUTHORIZED RATES

(Sample rules)

OT1: 100% of HS plus 25% of HS for each of the first 8 hours of overtime worked each week.

OT2: 100% of HS plus 50% of HS for the ninth and each successive hour of overtime worked each week.

OT3: 100% of HS plus 75% of HS for each hour of overtime worked.

LH1: 100% of HS for each hour worked (in addition to RP).

AH1: 100% of HS for each hour worked (in addition to RP).

ND1: 50% of HS for each basic workweek hour worked between 9:00 p.m. and 6:00 a.m. (in addition to RP).

SD1: None authorized. RP only.

HS = Hourly Salary

RP = Regular Pay

N/A = Not Applicable